

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOMA LINDA,
CALIFORNIA, MODIFYING WAGES, HOURS, AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT FOR MEMBERS OF THE SAN
BERNARDINO PUBLIC EMPLOYEES' ASSOCIATION

WHEREAS, the City Council has made a determination to implement certain changes in wages, hours, and conditions of employment for members of the San Bernardino Public Employees' Association;

NOW, THEREFORE, be it resolved by the City Council of the City of Loma Linda that:

I. Term of Memorandum of Understanding

The Memorandum of Understanding for the San Bernardino Public Employees' Association shall be effective for the period beginning July 1, 2004 and ending June 30, 2006.

II. Salaries and Wages

A. Effective with the pay period including July 1, 2004, all employees shall receive a cost of living salary adjustment (COLA) of three (3) percent. (See Attachment A.)

B. Effective with the pay period including July 1, 2005, all employees shall receive a cost of living salary adjustment (COLA) of three (3) percent. (See Attachment B.)

III. Insurance/Deferred Compensation

Effective July 1, 2004, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$675.00 for all full-time employees.

IV. Retiree Medical Contribution

The current \$75 per month contribution to the retiree medical insurance be adjusted as necessary by the statutory minimum as set by CalPERS:

During calendar year 2004, \$32.20;	During calendar year 2007, \$80.80
During calendar year 2005, \$48.40;	During calendar year 2008, \$97.00
During calendar year 2006, \$64.60	

Commencing January 1, 2009, the employer's contribution shall be adjusted annually by the board to reflect any change in the medical care component of the Consumer Price Index.

V. Drayson Center Membership

Effective July 1, 2004, the City will pay the annual membership fee for any full-time employee wishing to join the Drayson Center.

VI. Uniform Allowance

The uniform shall consist of orange collared or t-shirt and dark blue or black long or short pants. Shorts shall be worn at times that do not pose a safety concern as determined by the department and shall be similar in style as those depicted in uniform catalogs retained by the department. All uniforms shall be clean and in good condition, projecting a professional, positive image.

VII. Certificate Pay

Effective July 1, 2004, add Class B Driver License to the Certification Pay for all positions represented by the San Bernardino Public Employees' Association and for those assigned to Water Distribution, Water Treatment and Waste Water Collections increase the dollar amount of payment to be \$100 per month for one (1) certificate and \$125 per month for two (2) or more certificates.

IX. Overtime

Mandatory/required training – every attempt shall be made to schedule such training during regular work hours to minimize the payment of overtime. When such arrangements cannot be made, the department head, designee or City Manager shall determine the feasibility of overtime or change the employee's day off to accommodate the training. All changes are restricted to the same workweek in which the training occurs and will be the day before or the day after non-work days. Example: employee is normally off on Friday, Saturday and Sunday. Training falls on Friday, employee is given Monday of the same workweek off in lieu of Friday; any other day off in lieu must be agreed upon by the employee. Employee may discuss any issues not agreed upon between the employee and immediate Supervisor with Department Head.

X. Reopener

It is agreed that negotiations shall be reopened to discuss anticipated wellhead treatment requirements and the impact to the unit members.

PASSED, APPROVED AND ADOPTED this 22nd day of June 2004 by the following vote:

Ayes:
Noes:
Abstain:
Absent:

ATTEST:

Karen Gaio Hansberger, Mayor

Pamela Byrnes-O'Camb, City Clerk

CITY OF LOMA LINDA
 POSITION CLASSIFICATION AND COMPENSATION PLAN
 TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES
 SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
 AS OF JULY 1, 2004

CLASS	RANGE	MONTHLY SALARY	F STEP
Maintenance Worker Trainee	36	2,210 - 2,686	2,754
Landscaper	53	2,406 - 2,924	2,997
Maintenance Worker	53	2,406 - 2,924	2,997
Senior Maintenance Worker	68	2,593 - 3,151	3,230
Mechanic	93	2,937 - 3,570	3,659
Lead Maintenance Worker	98	3,011 - 3,660	3,752
Senior Mechanic	113	3,245 - 3,944	4,043

CITY OF LOMA LINDA
 POSITION CLASSIFICATION AND COMPENSATION PLAN
 TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES
 SAN BERNARDINO PUBLIC EMPLOYEES ASSOCIATION
 AS OF JULY 1, 2005

CLASS	RANGE	MONTHLY SALARY	F STEP
Maintenance Worker Trainee	36	2,276 - 2,767	2,836
Landscaper	53	2,478 - 3,012	3,087
Maintenance Worker	53	2,478 - 3,012	3,087
Senior Maintenance Worker	68	2,670 - 3,246	3,327
Mechanic	93	3,025 - 3,677	3,769
Lead Maintenance Worker	98	3,101 - 3,770	3,864
Senior Mechanic	113	3,342 - 4,063	4,164